

September 20, 2004

Alabama Ratifies 3-Year Agreement

On May 20, 2004, the musicians of the Alabama Symphony ratified a three-year agreement that begins September 1, 2004 and runs through August 31, 2007.

LENGTH OF SEASON: [40 weeks] Becomes 41 weeks

WAGES:	[2003-04]	2004-05	2005-06	2006-07
Annual Salary –	[\$29,360]	\$32,200.58	\$33,327.60	\$34,494.07
Weekly Salary –	[\$734]	\$785.38	\$812.87	\$841.32
AFM-EPF:	[3%]	5%	5%	5%

TRAVEL: Busses will make an additional pickup when traveling east or south of town on runouts.

WORKING CONDITIONS:

- Hiring freeze agreed to in 2003-04 will be removed.
- Personal Leave increases from 2 to 4 days. Musicians must give 10 days notice [was 72 hours] of intent to use a personal day, special circumstances excepted.
- Audition Leave will be deducted from the Leave Bank instead of paying for a replacement.
- All leave benefits are now extended to domestic partners who are legally unable to marry.
- There shall be an average of 7.5 services per week. No more than four 9-service weeks allowed each season [was 7]. Nine service weeks must be preceded and followed by weeks with 7 or fewer service weeks. [Previous rule stated there could be no more than 2 consecutive 9-service weeks per season.]
- The four-week summer season will be included within the 41-week season each year; however, each of these weeks is still at the individual musician's option.
- Monday remains the guaranteed day off with 3 exceptions each season [was 5] for revenue generating services only.
- Schedule change notification has been increased from 3 weeks to 6 weeks.
- No "orchestra only" evening rehearsals.

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- In 2004-05, all 3-hour rehearsals shall have either one 30-minute break or two 15-minute breaks. [Was: one 20 minute or two 10 minute breaks]. Beginning in 2005-06, all 2 _ hour rehearsals shall have a 20-minute break [Was: 15 minutes].
- Add Rotation for Relief for wind, brass, and percussion sections.
- The current agreement includes a provision that prohibits the Music Director from terminating a tenured musician's contract in the Music Director's first year or last 12 months. The new agreement will now include a reseating prohibition.

Thanks to the negotiating team: David Pandolfi, Chair (and Local #256-733 President); Jim Sullivan, Barbara Kimber-Harrington, and Mark Libby. Thanks also to Local #256-733 Secretary-Treasurer Mike Bradt.

This bulletin was prepared by ICSOM Secretary, Laura Ross with the assistance of the Alabama Symphony ICSOM Delegate, Jeff Solomon.

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